

## APPLICATION FOR EMPLOYMENT

AK Steel Corporation



AK Steel Corporation is an Equal Employment Opportunity Employer and as such meets all government regulations pertaining to Equal Employment Opportunity.

Name Thaddeus R FREEMAN Date OCT 20 1999  
FIRST MIDDLE LAST

Present Address 2637 CINN-DAYTON RD MIDDLETOWN OH 45044  
NO. STREET CITY STATE ZIP CODE

Phone Number — or number where you can be reached: (513) 424 7075  
AREA CODE NUMBER

Permanent Address: 2637 CINN-DAYTON RD MIDDLETOWN OH 45044  
NO. STREET CITY STATE ZIP CODE

Permanent Phone: (513) 424 7075 Social Security # [REDACTED]  
AREA CODE NUMBER

Are you 18 years of age or older? ☒ Yes ☐ No

Are you lawfully entitled to work within the U.S.? YES  
(PROOF OF CITIZENSHIP OR IMMIGRATION STATUS IS REQUIRED UPON EMPLOYMENT)

Have you been convicted of a crime other than a minor traffic violation? NO

If yes, explain. \_\_\_\_\_

Date available for employment: Any time

If the job requires, are you willing to travel? NO

Relocate? \_\_\_\_\_

If the job requires, are you able to work all shifts? YES

Have you previously applied at Armco or AK Steel? YES If yes, when/where? \_\_\_\_\_

Have you previously worked for Armco or AK Steel? NO If yes, when/where? \_\_\_\_\_

**EXHIBIT**

FREEMAN  
 1 6-5-07  
 AMB

freeman  
 LAST NAME  
 Thaddeus R  
 FIRST MIDDLE

**EDUCATIONAL BACKGROUND:**

Circle last grade completed 1 2 3 4 5 6 7 8 9 10 11 12

College hours completed

TYPE OF SCHOOL	NAME AND LOCATION	GRADUATED		DEGREE	FIELD OF STUDY	GRADE POINT/SCALE TOP MID BOT 1/3
		YES	NO			
HIGH	Middletown High School	✓			BUSINESS	MID
BUSINESS OR TRADE						
COLLEGE OR UNIVERSITY	Lion Temple Bible Institute Completed one year		✓			
POST GRADUATE						

List other formal educational experience; e.g., night school, home study courses, GED, etc. \_\_\_\_\_

If presently enrolled, indicate where and field of study: \_\_\_\_\_

Describe any definite plans for further study: \_\_\_\_\_

List significant activities, honors, awards or elective offices which have contributed to your career goals and interests: \_\_\_\_\_

MILITARY SERVICE: Are you a Veteran of the U.S. Military Service? ☐ Yes ☒ No

BRANCH OF SERVICE	HIGHEST RANK OR RATE

Please, indicate any military experience or training you feel might be of interest and value to AK Steel:


PRESENT OR MOST RECENT POSITION

Name of employer KROGER CO. Your title MEAT MANAGER  
 Address 430 OXFORD STATE RD Kind of business GROCER  
 Describe your position MEAT CUTTER  
 Period of employment from 5/78 to NOW Name of person for whom you worked TONY SPAETH Rate of earnings 15.10 HR  
 (MO/YR) (MO/YR)  
 Give exact reason for leaving PAY RATE

NEXT PREVIOUS POSITION

Name of employer DILLMAN FOODS Your title MEAT CUTTER  
 Address 1200 CENTRAL AVE Kind of business GROCER  
 Describe your position MEAT CUTTER  
 Period of employment from 2/73 to 4/77 Name of person for whom you worked STEVE DILLMAN Rate of earnings \$ 7.75  
 (MO/YR) (MO/YR)  
 Give exact reason for leaving PAY RATE

NEXT PREVIOUS POSITION

Name of employer \_\_\_\_\_ Your title \_\_\_\_\_  
 Address \_\_\_\_\_ Kind of business \_\_\_\_\_  
 Describe your position \_\_\_\_\_  
 Period of employment from \_\_\_\_\_ to \_\_\_\_\_ Name of person for whom you worked \_\_\_\_\_ Rate of earnings \_\_\_\_\_  
 (MO/YR) (MO/YR)  
 Give exact reason for leaving \_\_\_\_\_

NEXT PREVIOUS POSITION

Name of employer \_\_\_\_\_ Your title \_\_\_\_\_  
 Address \_\_\_\_\_ Kind of business \_\_\_\_\_  
 Describe your position \_\_\_\_\_  
 Period of employment from \_\_\_\_\_ to \_\_\_\_\_ Name of person for whom you worked \_\_\_\_\_ Rate of earnings \_\_\_\_\_  
 (MO/YR) (MO/YR)  
 Give exact reason for leaving \_\_\_\_\_

How much time have you lost from work in the past two years? NONE

**JOB INTERESTS AND SKILLS:**

For what particular type of work are you making application; e.g., clerical, technical, engineering, professional, sales, labor, etc.

LABOR

Expected wage or salary \$ \_\_\_\_\_

If applying for clerical work, list special skills. Include typing (wpm), word processing, computer software, and any office machines or equipment you can operate: \_\_\_\_\_

If applying for sales, technical, professional, or administrative work, give highlights of any special training or experience which may be helpful: \_\_\_\_\_

If applying for labor or craft work, indicate any training or experience which might be useful. Include any equipment or machinery you can operate: BLADE SAWS

Describe any additional qualifications, abilities, or strong points which will help you be successful in the job for which you are applying.

**PERSONAL REFERENCES:**

Please provide the following information on three individuals whom we may contact as references:

NAME	ADDRESS	TELEPHONE NO.	RELATIONSHIP
ODELL WIZE	330 KENRIDGE RD	513-4233796	FRIEND
HAROLD TAYLOR	2206 CINN-DAYTON RD	513-4234150	
VERNON C. HOWARD	2647 CINN-DAYTON RD	513-4231254	

I hereby certify that the foregoing information is accurate, and I authorize AK Steel to verify it. I specifically authorize AK Steel Corporation to obtain information from my former employers and other references, and I authorize my former employers and other references to release information to AK Steel Corporation.

I agree that any false or misleading statement in this application for employment or any additional forms signed by me in connection with my employment shall be sufficient cause for refusal or termination of employment.

I understand that this application is not and is not intended to be a contract of employment. I agree to submit to a physical examination applicable to the requirements of the type of work for which I am applying, including drug and alcohol abuse screening.

Signature of Applicant

Thaddeus R. Swann

Application received by/Date received

## APPLICANT SURVEY

Applicant Name: THADDEUS R FREEMANDate: 10-20-99

Item	Item	Response														
1.	Other than exiting the military, how many times have you been without employment for more than six weeks?															
2.	In the left column, list your full-time employers (company names) for the past 10 years and in the right column write the number of years in each job listed.  <b>EXHIBIT</b> FREEMAN 2 6 507 amb	<table border="1"> <tr><td></td><td>12</td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> <tr><td></td><td></td></tr> </table>		12												
	12															
3.	Have you ever been terminated from any employer?	YES NO														
4.	Do you have a high school diploma or GED?	YES NO														
5.	Do you have a valid driver's license?	YES NO														
6.	Do you have reliable transportation?	YES NO														
7.	Have you ever been convicted of a crime other than a minor traffic violation?	YES NO														
8.	Some positions are on weekly rotating shifts. Is this (A) Preferred, (B) Tolerable, or (C) Unacceptable	A B C														
9.	Have you ever worked for AK Steel before?	YES NO														
10.	How many years of assembly, heavy machinery, and/or manufacturing experience do you have?															
11.	Do you have experience in welding, electrical, maintenance, or plumbing?	YES NO														
12.	List any education beyond high school.															
13.	Have you served in the military? (Upon job offer, a copy of your DD-214 will be required)	YES NO														
14.	Have you ever worked rotating shifts for a previous employer?	YES NO														

**APPLICATION FOR EMPLOYMENT****AK Steel Corporation**

AK Steel Corporation is an Equal Employment Opportunity Employer and as such meets all government regulations pertaining to Equal Employment Opportunity.



Name Thaddeus R FREEMAN Date 7-13-00  
FIRST MIDDLE LAST

Present Address 2637 CINN-DAYTON RD Middleburg OH 45044  
NO. STREET CITY STATE ZIP CODE

Phone Number — or number where you can be reached: (513) 4247075  
AREA CODE NUMBER

Permanent Address: 2637 CINN-DAYTON RD Middleburg OH 45044  
NO. STREET CITY STATE ZIP CODE

Permanent Phone: ( ) Social Security # [REDACTED]  
AREA CODE NUMBER

Are you 18 years of age or older? ☒ Yes ☐ No

Are you lawfully entitled to work within the U.S.? YES  
(PROOF OF CITIZENSHIP OR IMMIGRATION STATUS IS REQUIRED UPON EMPLOYMENT)

Have you been convicted of a crime other than a minor traffic violation? NO

If yes, explain. \_\_\_\_\_

Date available for employment: ANY TIME

If the job requires, are you willing to travel? NO Relocate? \_\_\_\_\_

If the job requires, are you able to work all shifts? YES

Have you previously applied at Armco or AK Steel? YES If yes, when/where? OBES 9/99

Have you previously worked for Armco or AK Steel? NO If yes, when/where? \_\_\_\_\_

**EXHIBIT**

Federal regulations require AK Steel Corporation to maintain the following information on all individuals making application for employment. This information is retained separate and apart from all APPLICATIONS FOR EMPLOYMENT and is not used for purposes of making employment decisions. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, military status, disability or age. We appreciate your cooperation.

NAME Thaddeus R FREEMAN DATE 7-13-00

SEX: ☒ Male ☐ Female

RACE: ☐ White (not of Hispanic origin) ☐ Hispanic ☐ Asian or Pacific Islander  
☒ Black (not of Hispanic origin) ☐ American Indian or Alaskan Native

CHECK IF APPLICABLE: ☐ Vietnam Era Veteran ☐ Disabled Veteran ☐ Disabled Individual

POSITION FOR WHICH YOU ARE APPLYING:

<input type="checkbox"/> Management	<input type="checkbox"/> Sales Representative	<input type="checkbox"/> Clerical	<input checked="" type="checkbox"/> Laborer
<input type="checkbox"/> Professional	<input type="checkbox"/> Technical	<input type="checkbox"/> Craft Worker	<input type="checkbox"/> Service Worker

Form G-6545 12/94 (EMPLOYMENT DEPARTMENT: Detach Upon Receipt of Application)

**EDUCATIONAL BACKGROUND:**

Circle last grade completed												College hours completed				
TYPE OF SCHOOL	NAME AND LOCATION											GRADUATED		DEGREE	FIELD OF STUDY	GRADE POINT/SCALE TOP MID BOT 1/3
	1	2	3	4	5	6	7	8	9	10	11	12	YES			
HIGH	MIDDLETOWN High School											✓			BUSINESS	MID
BUSINESS OR TRADE																
COLLEGE OR UNIVERSITY	ZION Temple Bible Institute												✓			
POST GRADUATE																

List other formal educational experience; e.g., night school, home study courses, GED, etc. \_\_\_\_\_

If presently enrolled, indicate where and field of study: \_\_\_\_\_

Describe any definite plans for further study: \_\_\_\_\_

List significant activities, honors, awards or elective offices which have contributed to your career goals and interests: \_\_\_\_\_

**MILITARY SERVICE:** Are you a Veteran of the U.S. Military Service? ☐ Yes ☒ No

BRANCH OF SERVICE	HIGHEST RANK OR RATE

Please, indicate any military experience or training you feel might be of interest and value to AK Steel: \_\_\_\_\_

**EMPLOYMENT EXPERIENCE:****PRESENT OR MOST RECENT POSITION**

Name of employer KROGER CO. Your title MEATCUTTER  
 Address 430 OXFORD STATE RD Kind of business GROCERY  
 Describe your position CUT MEAT FOR SALE  
 Period of employment from 78 to LOW Name of person for whom you worked ED BAGLE Rate of earnings \$15.00  
 (MO/YR) (MO/YR)  
 Give exact reason for leaving \_\_\_\_\_

**NEXT PREVIOUS POSITION**

Name of employer DILLMANS FOOD Your title MEATCUTTER  
 Address MIDDLETOWN OHIO Kind of business GROCERY  
 Describe your position \_\_\_\_\_  
 Period of employment from 75 to 77 Name of person for whom you worked \_\_\_\_\_ Rate of earnings 15.10  
 (MO/YR) (MO/YR)  
 Give exact reason for leaving MORE MONEY

**NEXT PREVIOUS POSITION**

Name of employer \_\_\_\_\_ Your title \_\_\_\_\_  
 Address \_\_\_\_\_ Kind of business \_\_\_\_\_  
 Describe your position \_\_\_\_\_  
 Period of employment from \_\_\_\_\_ to \_\_\_\_\_ Name of person for whom you worked \_\_\_\_\_ Rate of earnings \_\_\_\_\_  
 (MO/YR) (MO/YR)  
 Give exact reason for leaving \_\_\_\_\_

**NEXT PREVIOUS POSITION**

Name of employer \_\_\_\_\_ Your title \_\_\_\_\_  
 Address \_\_\_\_\_ Kind of business \_\_\_\_\_  
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 (MO/YR) (MO/YR)  
 Give exact reason for leaving \_\_\_\_\_

How much time have you lost from work in the past two years? NONE



**JOB INTERESTS AND SKILLS:**

For what particular type of work are you making application; e.g., clerical, technical, engineering, professional, sales, labor, etc.

Labor

Expected wage or salary \$ \_\_\_\_\_

If applying for clerical work, list special skills. Include typing (wpm), word processing, computer software, and any office machines or equipment you can operate: \_\_\_\_\_

If applying for sales, technical, professional, or administrative work, give highlights of any special training or experience which may be helpful: \_\_\_\_\_

If applying for labor or craft work, indicate any training or experience which might be useful. Include any equipment or machinery you can operate: \_\_\_\_\_

Describe any additional qualifications, abilities, or strong points which will help you be successful in the job for which you are applying. \_\_\_\_\_

**PERSONAL REFERENCES:**

Please provide the following information on three individuals whom we may contact as references:

NAME	ADDRESS	TELEPHONE NO.	RELATIONSHIP
ODELL WIFE	KENDRICK RD	4233796	FRIEND
HAROLD INGRAM	2206 CINN. - DAYTON RD	4239150	" "
VERNON CAL HOVN	2647 CINN. - DAYTON	4236254	" "

I hereby certify that the foregoing information is accurate, and I authorize AK Steel to verify it. I specifically authorize AK Steel Corporation to obtain information from my former employers and other references, and I authorize my former employers and other references to release information to AK Steel Corporation.

I agree that any false or misleading statement in this application for employment or any additional forms signed by me in connection with my employment shall be sufficient cause for refusal or termination of employment.

I understand that this application is not and is not intended to be a contract of employment. I agree to submit to a physical examination applicable to the requirements of the type of work for which I am applying, including drug and alcohol abuse screening.

Signature of Applicant

Thaddeus R. Freeman

Application received by/Date received \_\_\_\_\_

## APPLICANT SURVEY

Applicant Name: THADDEUS FREEMANDate: 7-13-00

Item	Response																
1. Other than exiting the military, how many times have you been without employment for more than six weeks?	NONE																
2. In the left column, list your full-time employers (company names) for the past 10 years and in the right column write the number of years in each job listed	<table border="1"> <tr> <td>KROGER CD</td><td>22yr</td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> </table>	KROGER CD	22yr														
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4. Do you have a high school diploma or GED?	<table border="1"> <tr> <td><u>YES</u></td><td>NO</td></tr> </table>	<u>YES</u>	NO														
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8. Some positions are on weekly rotating shifts. Is this: (A) Preferred (B) Tolerable, or (C) Unacceptable	<table border="1"> <tr> <td><u>A</u></td><td>B</td><td>C</td></tr> </table>	<u>A</u>	B	C													
<u>A</u>	B	C															
9. Have you ever worked for AK Steel/Armco before?	<table border="1"> <tr> <td>YES</td><td><u>NO</u></td></tr> </table>	YES	<u>NO</u>														
YES	<u>NO</u>																
10. How many years of assembly, heavy machinery and/or manufacturing experience do you have?	ONE YEAR																
11. Do you have experience in welding, electrical, maintenance or plumbing?	<table border="1"> <tr> <td>YES</td><td><u>NO</u></td></tr> </table>	YES	<u>NO</u>														
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12. List any education beyond high school.	<table border="1"> <tr><td> </td></tr> <tr><td> </td></tr> <tr><td> </td></tr> <tr><td> </td></tr> </table>																
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YES	<u>NO</u>																
14. Have you ever worked rotating shifts for a previous employer?	<table border="1"> <tr> <td><u>YES</u></td><td>NO</td></tr> </table>	<u>YES</u>	NO														
<u>YES</u>	NO																

EXHIBIT

FREEMAN  
4 6-5-07  
AMB

**THADDEUS FREEMAN**  
2637 Cincinnati Dayton Road  
Middletown, OH 45044  
(513) 424-7075

**OBJECTIVE:** My objective is to obtain any position that enables me to utilize my strengths in the areas of management, human resources, purchasing, inventory, or machinery.

**EDUCATION:** Zion Temple Bible Institute, Cincinnati, Ohio  
Completed one year of Bible study in 1987

Middletown High School, Middletown, Ohio  
Graduated in 1972

**WORK** Krogers, Middletown, Ohio  
**EXPERIENCE:** \* Meat Manager, 1994 - Current  
\* Assistant Meat Cutter, 1987 - 1993  
\* Journeyman, 1982 - 1986  
\* Apprentice, 1978 - 1981

Burns Security, Dayton, Ohio  
\* Security Guard, 1996 - 1998

Excel Telecommunications Inc., Dallas, Texas  
\* Sales Representative, 1997 - 1998

Dillmans, Middletown, Ohio  
\* Meat Cutter, 1975 - 1977  
\* Grocery Clerk, 1972 - 1973  
\* Bagger, 1969 - 1971

Richard's Buick, Gross Point, Michigan  
\* Driver, 1974 - 1975

**REFERENCES:** Available Upon Request

**EXHIBIT**  
FREEMAN 6-5-01  
5 mp

## OHIO BUREAU OF EMPLOYMENT SERVICES

## SPECIAL SERVICES APPLICATION

OFFICE USE ONLY

Employer Name

Complete if you are interested only in casual labor or special job recruitment employment or in other types of special services.

Job Order No.

AK N

## APPLICANT DATA

Name (Last) (First) (M.I.) SSN Date  
 Lewis Edward J [REDACTED] 43001

Mailing Address Please include P.O. Box, route number, apartment number, etc.)  
 614 20<sup>th</sup> Street

City State ZIP Code  
 Middletown Ohio 45044

Phone Numbers: Home [REDACTED] Message [REDACTED]

Are you a United States citizen? ☒ Yes ☐ No

If "No," please present your immigration documents to a staff person after completing your application.

DO NOT COMPLETE SHADED AREAS.  
 FOR STAFF USE ONLY

Document Type

Document Number

Exp. Date

Birthdate (mm/dd/yyyy)  
 3 23 63

What is your race or ethnic group?

☐ White, not Hispanic

☐ American Indian or Alaskan Native

☒ Black, not Hispanic

☐ Asian or Pacific Islander

☐ Hispanic

Gender

☒ Male

☐ Female

## SEASONAL/MIGRANT FARMWORKER

The following information will help us determine if you are a seasonal or migrant farmworker or a migrant food processing worker.

1. Did you earn at least half of your income during the past 12 months from farm and/or food processing work?  
 If you answered "Yes," answer question 2 of this item. If "No," proceed to education.

YES

☐

2. Were you employed by the same employer year round?  
 If you answered "No," answer questions 3, 4, and 5 of this item.

☒

3. In the past 12 months, did you work at least 25 days in farm work?

☐

4. In the past 12 months, did you work at least 25 days in food processing?

☐

5. Are you unable to return home at night because your work location is too far from your residence?

☐

## EDUCATION

The following educational information may be used to determine whether you are qualified for certain jobs. You may be required to provide a transcript, diploma, or other proof if requested.

Highest school grade completed (Indicate "2" if you have a GED certificate)

Highest degree that you have received

☐ None

☐ GED

☒ High School Diploma

☐ Certificate/License

☐ Associate

☐ Bachelor

☐ Master

☐ Ph.D.

## HOUSEHOLD 3

How many people, including yourself, who are related by blood marriage or adoption are living in your household?

What is the total income from all sources by all members of your household in the past six months?

Estimate the amount to the nearest dollar \$

## VETERAN SERVICES

Have you ever served in the military, or has your spouse ever served in the military? ☐ Yes ☐ No

If yes, you may be entitled to preference in referring jobs. YES please complete the reverse side of this form.

EXHIBIT

0093

FITS 1st  
 Prod. to Dft

FREE MAN  
 6 6-5-07  
 AMB

<b>CHARGE OF DISCRIMINATION</b> This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.		<input type="checkbox"/> AGENCY <input type="checkbox"/> FEPA <input type="checkbox"/> EEOC	<b>CHARGE NUMBER</b>
State or local Agency, if any _____		and EEOC	
NAME (Indicate Mr., Ms., Mrs.) Thaddeus R. Freeman		HOME TELEPHONE (Include Area Code) (513) 424-7075	
STREET ADDRESS 2637 Cincinnati-Dayton Road, Middletown, Ohio 45044		CITY, STATE AND ZIP CODE DATE OF BIRTH	
NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)			
NAME A.K. Steel Company	NUMBER OF EMPLOYEES, MEMBERS	TELEPHONE (Include Area Code) (513) 683-5300	
STREET ADDRESS 703 Curtis Street, Middletown, Ohio 45043		CITY, STATE AND ZIP CODE COUNTY	
NAME		TELEPHONE NUMBER (include Area Code)	
STREET ADDRESS		CITY, STATE AND ZIP CODE COUNTY	
CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es)) <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Color <input type="checkbox"/> Sex <input type="checkbox"/> Religion <input type="checkbox"/> National Origin <input type="checkbox"/> Retaliation <input type="checkbox"/> Age <input checked="" type="checkbox"/> Discrimination <input type="checkbox"/> Other (Specify)		DATE DISCRIMINATION TOOK PLACE earliest (ADEA/EPA)    LATEST (ALL) / /    October, 1999 <input type="checkbox"/> Continuing Action	
THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)):			
<div style="text-align: right; border: 1px solid black; padding: 5px; display: inline-block;"> <b>EXHIBIT</b>          FREEMAN          7 6-5-07          sm3       </div>			
1. I am an African American male, age 47 (D.O.B. 7/14/52). 2. On several occasions, the latest being on or about October, 1999, I submitted an application for employment with A.K. Steel in Middletown, Ohio. I was applying for entry level jobs. By reason of my background and prior work experience, I am fully qualified for an entry level or a laborer position. 3. To date I have received no response to my application.			
<input checked="" type="checkbox"/> I also want this charge filed with the EEOC. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY - (when necessary for State and Local Requirements)	
I declare under penalty of perjury that the foregoing is true and correct. Date 4-26-00 Thaddeus R. Freeman Charging Party (Signature)		I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.	
		SIGNATURE OF COMPLAINANT Thaddeus R. Freeman	
		SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (Day, month, and year) Arthur W. Jordan April 26, 2000 my Commission Expires 12-31-2001	

THE PARTICULARS (CONT)

4. To the best of my information and belief, the job openings have been filled by Caucasian applicants with the same or lesser qualifications than mine.
5. I believe that A.K. Steel favors Caucasians over minorities in its hiring policies and practices. I believe I was not hired because A.K. Steel maintains a pattern and practice of discrimination against minority applicants at its Middletown, Ohio facility.



## CHARGE OF DISCRIMINATION

AGENCY

CHARGE NUMBER

☐ FEPA☒ EEOC

221A00468

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

Ohio Civil Rights Commission

and EEOC

State or local Agency, if any

NAME (Indicate Mr., Ms., Mrs.)

HOME TELEPHONE (Include Area Code)

Mr. Thaddeus R. Freeman

(513) 424-7075

STREET ADDRESS

CITY, STATE AND ZIP CODE

DATE OF BIRTH

2637 Cincinnati-Dayton Road, Middletown, OH 45044

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)

NAME

NUMBER OF EMPLOYEES, MEMBERS

TELEPHONE (Include Area Code)

A K STEEL

Cat D (501 +)

(513) 683-5300

STREET ADDRESS

CITY, STATE AND ZIP CODE

COUNTY

703 Curtis Street, Middletown, OH 45043

017

NAME

TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS

CITY, STATE AND ZIP CODE

COUNTY

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

DATE DISCRIMINATION TOOK PLACE  
EARLIEST LATEST☒ RACE☐ COLOR☐ SEX☐ RELIGION☐ NATIONAL ORIGIN☐ RETALIATION☐ AGE☐ DISABILITY☐ OTHER (Specify)

10/18/1999 07/14/2000

☐ CONTINUING ACTION

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)):

I. I am an African American male, age 47. On several occasions including on or around October 18, 1999 and most recently around July 14, 2000 I submitted applications for employment with A K Steel in Middletown, Ohio. I was applying for entry level jobs. By reason of my background and prior work experience, I am fully qualified for an entry level or a laborer position. As of today's date I have not been hired. I have reason to believe that White applicants have been hired since I applied in October 1999.

II. No reason has been given for why I have not been hired.

III. I believe that I am being discriminated against because of my race in violation of Title VII.

IV. I believe that African Americans as a class are being denied hire by this employer.

EXHIBIT

FREEMAN  
8-6-5-07  
Dmb



☐ I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the foregoing is true and correct.

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE  
(Month, day and year)

Aug 16, 2000

Date

Charging Party (Signature)

STATE OF OHIOCASE NAME Freeman vs A K STEELCITY/COUNTY OF Middletown/ButlerCASE NUMBER 221A00468**AFFIDAVIT**

I, Thaddeus R. Freeman being first duly sworn upon my oath affirm and hereby say:  
(Name)

I have been given assurances by an Agent of the U.S. Equal Employment Opportunity Commission that this Affidavit will be considered confidential by the United States Government and will not be disclosed as long as the case remains open unless it becomes necessary for the Government to produce the affidavit in a formal proceeding. Upon the closing of this case, the Affidavit may be subject to disclosure in accordance with Agency policy.

I am 48 years of age, my gender is Male and my racial identity is Black.  
(sex) (race)

I reside at 2637 Cincinnati-Dayton Road,  
(Number/Street)

City of Middletown, County of Butler,

State of OH, Zip Code 45044.

My telephone number is (including area code) (513) 424-7075.

My statement concerns A K STEEL which is  
(Name of Union/Company/Agency)

located at 703 Curtis Street,  
(Number/Street)

in Middletown OH 45043,  
(City) (State) (Zip)

My job classification is (if applicable) Laborer/Crane Operator.  
(job title)

My immediate supervisor is (if applicable) Unknown,  
(Name) (job title)

I am African American and on or around October 18, 1999 I applied for an entry level/laborer job with this steel mill. I applied because I heard by word of mouth from current employees that quite a few people were retiring and that the employer was going to be hiring replacements. In November 1999 I was given a written test at the plant personnel office. I was the only African American among seven people who took the test. It had spatial mechanical problems (matching different pieces together) and there were also multiple choice questions mainly about mechanical matters and some reasoning and aptitude questions. I have never been advised of my score on that test or if I passed or failed. I have never been contacted since that test about my interest in a position there. I do not know if anyone else who tested with me was hired. Since I applied (sometime in 2000) I heard from a White friend, Bill (last name forgotten) that he had been hired recently. He said he knew somebody working in personnel, Tracy White. Recently around July 14, 2000 I reapplied thinking that persistence might pay off. I filled out a new application. Within a couple weeks a female from the company called me and said that if I was still interested in a job I should send in a letter to that effect in November 2000. No job was offered to me at that time. From people working at this company I have heard that there are only about 100 African Americans working there out of about 3100 employees. I have about one year of prior experience in factory work

**EXHIBIT**9 6-5-07  
DMBT-F  
(initials)



STATE OF OHIO  
CITY/COUNTY OF Middletown/Butler

CASE NAME Freeman vs A K STEEL  
CASE NUMBER 221A00468

**AFFIDAVIT (cont.)**

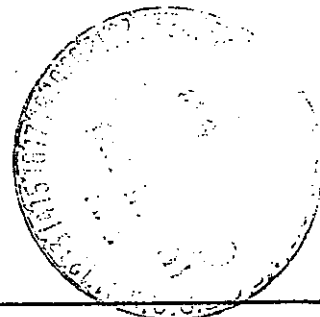
and believe that I am qualified for an entry level position. I believe that because of my race I have not been hired here. I believe that African Americans as a class are denied hire by this employer. My cousin, Allen Roberts works for the company and he has told me that the company is hiring but that they do not hire African Americans. As remedy I am seeking backpay and a position with the company.

I have read and had an opportunity to correct this Affidavit consisting of \_\_\_\_\_ handwritten ☐  
typed ☐ pages and swear that these facts are true and correct to the best of my knowledge and belief.

Thaddeus R Freeman

Subscribed and sworn to before me

this 16 day of Aug. 2000.



## EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

## NOTICE OF RIGHT TO SUE

( Issued on request )

To: Thaddeus Freeman  
2637 CINCINNATI-DAYTON ROAD  
MIDDLETOWN, OH 45044

From:  
EQUAL EMPLOYMENT OPPORTUNITY COMM.  
Cincinnati Area Office  
550 Main Street, Suite 10-019  
Cincinnati, Ohio 45202-5202

☐ On behalf of a person aggrieved whose identity is **CONFIDENTIAL**  
( 29 C.F.R. 1601.7(a) )

## Charge Number

221A00468

## EEOC Representative

Legal Unit Duty Officer

## Telephone Number

(216) 522-7445

( See the additional information attached to this form )

## NOTICE TO THE PERSON AGGRIEVED:

Title VII of the Civil Rights Act of 1964 and/or the Americans with Disabilities Act (ADA): This is your Notice of Right to Sue. It is issued under Title VII and/or the ADA based on the above-numbered charge. It has been issued at your request. Your lawsuit under Title VII or the ADA **must be filed in federal court WITHIN 90 DAYS** of your receipt of this Notice. Otherwise, your right to sue based on this charge will be lost. (The time limit for filing suit based on a state claim may be different.)

- ☒ More than 180 days have passed since the filing of this charge  
☐ Less than 180 days have passed since the filing of this charge, but I have determined that it is unlikely that the EEOC will be able to complete its administrative processing within 180 days from the filing of the charge.  
☒ The EEOC is terminating its processing of this charge.  
☐ The EEOC will continue to process this charge.

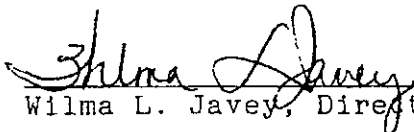
**Age Discrimination in Employment Act (ADEA):** You may sue under the ADEA at any time from 60 days after the charge was filed until 90 days after you receive notice that we have completed action on the charge. In this regard, the paragraph marked below applies to your case:

- ☐ The EEOC is closing your case. Therefore, your lawsuit under the ADEA **must be filed in federal court WITHIN 90 DAYS** of your receipt of this Notice. Otherwise, your right to sue based on the above-numbered charge will be lost.  
☐ The EEOC is continuing its handling of your ADEA case. However, if 60 days have passed since the filing of your charge, you may file suit in federal or state court under the ADEA at this time.

**Equal Pay Act (EPA):** You already have the right to sue under the EPA (filing an EEOC charge is not required). EPA suits must be brought in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.

If you file suit based on this charge, please send a copy of your court complaint to this office.

On Behalf of the Commission

  
Wilma L. Javey, Director

28 March 2001  
(Date)

## Enclosure(s)

cc: A K STEEL  
703 CURTIS STREET  
MIDDLETOWN, OH 45043

**EXHIBIT**  
FREEMAN  
10 6-5-07  
SMB

0356 Plfs' 1st  
Prod. to Dft

**CHARGE OF DISCRIMINATION**

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

AGENCY ☒ U

CHARGE NUMBER

☐ FEPA☒ EEOC

22A200659

Cincinnati Area Office

and EEOC

State or local Agency, if any

NAME (Indicate Mr., Ms., Mrs.)

Mr. Thaddeus Freeman

HOME TELEPHONE (Include Area Code)

(513) 424-7075

STREET ADDRESS

CITY, STATE AND ZIP CODE

2637 Cincinnati-Dayton Rd. Middletown, OH 45044

DATE OF BIRTH

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY AGAINST ME (If more than one list below.)

NAME

AKSteel

NUMBER OF EMPLOYEES, MEMBERS

&gt;20

TELEPHONE (Include Area Code)

1-800-331-5050

STREET ADDRESS

CITY, STATE AND ZIP CODE

703 Curtis Street Middletown, Ohio 45043

COUNTY

NAME

TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS

CITY, STATE AND ZIP CODE

COUNTY

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))



RACE



COLOR



SEX



RELIGION



AGE



RETALIATION



NATIONAL



DISABILITY



OTHER (Specify)

ORIGIN

DATE DISCRIMINATION TOOK PLACE EARLIEST (ADEA/EPA)

LATEST (ALL)

April 2002



CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

EEOC, CINCINNATI AREA OFFICE

JUN 21 2002

RECEIVED

**EXHIBIT**FREEMAN  
6-5-07  
DMB

I want this charge filed with both the EEOC and the State or local Agency. If any agencies I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - (When necessary for State and Local Requirements)

I will advise the

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

I declare under penalty of perjury that the foregoing is true and correct.

SIGNATURE OF COMPLAINANT

X 6-11-02

X Thaddeus Freeman

Date

Charging Party (Signature)

ED AND SWORN TO BEFORE ME THIS DATE  
(Day, month, and year)

**THADDEUS FREEMAN**  
**PAGE 1**

**I. Overview of Individual and Class Allegations**

AK Steel Corporation has discriminated and continues to discriminate against me in the terms and conditions of my application for employment with them on the basis of my race, African-American, by denying me the opportunity to be hired while hiring equally or less qualified white employees and subjecting me to a racially hostile application process and other forms of discrimination. I believe that AK Steel Corporation's actions are part of a continuing pattern and practice of discrimination against African-American applicants for employment and employees, including but not limited to, denying applicants hiring opportunities while providing such opportunities to equally or less qualified white applicants and subjecting them to a racially hostile application process.

**II. Statement of Facts**

For the past seven years I have applied repeatedly to AKSteel. My most recent application was in around April 2002. Having found out about the position openings by word-of-mouth, I went down to the employment office to obtain an application. Each time, I applied for a General Laborer position, a job which requires general skills such as ability to operate basic tools and work on an assembly line. Because I have more than thirty years of continuous work experience in the grocery business cutting meat and on the assembly line in factories, I thought that the position corresponded well to my qualifications. In addition, I have a good work record, am dependable, never late to work, and have never been without a job or laid off. Furthermore, I have no felony convictions and am drug-free. After every application but one, however, I heard nothing back from AKSteel. In 1999, after years of trying to get hired, I decided to try leaving blank the question that asked me to specify my racial identity. After I submitted this application, AKSteel contacted me and expressed their interest in having me come in to take a test, which I did. When I went to the employment office to find out how I did on the test, the receptionist took my name and I was told, "We'll have somebody get back to you," but I never heard from them again. On all subsequent applications, I filled in my race, African-American, and received no acknowledgment of receipt of my application materials, was not scheduled to interview or test, and was not notified of rejection. I am currently employed by Kroger, where I am a Meat Manager.

**III. Statement of Discrimination**

I believe that AK Steel Corporation has discriminated against me and continues to discriminate against me in the terms and conditions of my applications for employment with them on the basis of my race, African-American, in violation of the Civil Rights Act of 1964, as amended, because white applicants with fewer qualifications than me have been hired and I have not, and because I have been subjected to a racially hostile application process and other forms of discrimination and denied the right to apply for work in an environment free of racial discrimination.

**CHARGE OF DISCRIMINATION**  
**THADDEUS FREEMAN**  
**PAGE 2**

I have been adversely affected by these discriminatory practices by being deprived of the equal opportunity to be hired. Such discrimination denies me and other African-Americans the right to be hired for positions for which we are qualified.

This systemic discrimination also adversely affects the status of African-Americans as employees by promoting and reinforcing racial stereotypes and bias in hiring.

**IV. Statement of Classwide Discrimination on the Basis of Race**

Based on my experiences, I believe that AK Steel Corporation has engaged and continues to engage in a pattern and practice of discrimination against its African-American applicants for employment and employees that denies them equal employment opportunities in ways including but not limited to the following: denying them hiring opportunities while providing such opportunities to equally or less qualified white employees and subjecting them to a racially hostile application process and work environment in which few other African-Americans are employed. This policy violates Title VII of the 1964 Civil Rights Act, 42 U.S.C. Section 2000(e), *et seq.*

I believe this policy has effected a class of black persons comprised of all past, present and future black applicants for employment with AK Steel. I believe that these discriminatory practices occur throughout AK Steel Corporation. I make this charge on behalf of myself and all similarly situated African-American applicants for employment and employees.

I declare under penalty of perjury that the foregoing is true and correct.

Date: 6-11-02

Thaddeus Freeman

Charging Party (signature)

EQUA., EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: Thaddeus Freeman  
2637 CINCINNATI-DAYTON ROAD  
MIDDLETOWN, OH 45044

From: E.E.O.C  
Cincinnati Area Office  
550 Main Street, Suite 10-019  
Cincinnati, Ohio 45202-5202

☐ On behalf of a person aggrieved whose identity is CONFIDENTIAL (29 C.F.R. 1601.7(a))

Charge Number

221A200659

EEOC Representative

Legal Unit Duty Officer

Telephone Number

(216) 522-7445

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

- ☐ The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.  
☐ Your allegations did not involve a disability that is covered by the Americans with Disabilities Act.  
☐ The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.  
☐ We cannot investigate your charge because it was not filed within the time limit required by law.  
☐ Having been given 30 days in which to respond, you failed to provide information, failed to appear or be available for interviews/conferences, or otherwise failed to cooperate to the extent that it was not possible to resolve your charge.  
☐ While reasonable efforts were made to locate you, we were not able to do so.  
☐ You had 30 days to accept a reasonable settlement offer that affords full relief for the harm you alleged.  
☐ The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.  
☐ The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.  
☒ Other (briefly state) CHARGING PARTY FILED SUIT IN U.S. DISTRICT COURT

- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form)

Title VII, the Americans with Disabilities Act, and/or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed WITHIN 90 DAYS of your receipt of this Notice; otherwise, your right to sue based on this charge will be lost. (The time limit for filing suit based on a state claim may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.

If you file suit based on this charge, please send a copy of your court complaint to this office.

On Behalf of the Commission

  
Wilma L. Javey, Director

Enclosure(s)

cc: A K STEEL  
703 CURTIS STREET  
MIDDLETOWN, OH 45043

09 January 2003  
(Date)





IN THE UNITED STATES DISTRICT COURT  
FOR THE SOUTHERN DISTRICT OF OHIO  
WESTERN DIVISION

VIVIAN BERT, et al.,	)	Case No. C-1-02-00467
	)	Judge Beckwith
Plaintiffs,	)	Magistrate Judge Hogan
	)	
v.	)	PLAINTIFF THADDEUS
	)	FREEMAN'S RESPONSES TO
AK STEEL CORPORATION,	)	DEFENDANT'S FIRST REQUEST
	)	FOR THE PRODUCTION OF
Defendant.	)	DOCUMENTS
	)	

GENERAL OBJECTIONS

1. The Plaintiff objects to these discovery requests to the extent they seek information or documents protected from discovery and/or disclosure by the attorney/client privilege, the work product doctrine, or any other applicable privilege.
2. The Plaintiff objects to these discovery requests to the extent they seek information or documents neither material nor relevant to the claims or defenses of this action nor reasonably calculated to lead to the discovery of admissible evidence.
3. The Plaintiff objects to these discovery requests to the extent they are overly broad and/or unduly burdensome.
4. The Plaintiff objects to these discovery requests to the extent they are so vague and ambiguous as to be incapable of a definite response.
5. The Plaintiff objects to these discovery requests to the extent they seek confidential or proprietary information or documents. Notwithstanding this objection, the Plaintiff agrees to provide, if any exist, as more fully set forth below, such information or documents subject to the terms of a mutually agreeable protective order to be entered in this action.
6. The Plaintiff objects to these discovery requests to the extent they call for conclusions of law.
7. The Plaintiff objects to these discovery requests to the extent that they seek and/or require the production of documents which are not in the Plaintiff's possession, custody, or control.
8. The Plaintiff objects to the time and place of production for documents specified in these

**EXHIBIT**  
FREEMAN  
13 6-5-07  
SmB



discovery requests but state, to the extent that the documents are available, as more fully set forth below, they will be produced at a mutually convenient time and place.

9. The Plaintiff objects to the definitions and instructions in the discovery requests to the extent they seek to require the Defendant to comply with requirements beyond the scope of or impose burdens, duties and obligations in excess of or different from those imposed by applicable law and the Federal Rules of Civil Procedure.
10. The Plaintiff objects to these discovery requests to the extent they seek to discover "core" work product, including the disclosure of the mental impressions, conclusions, opinions, and/or legal theories of attorneys or other representatives of Plaintiff and/or the substance of information developed by them (i.e., interpretive, not investigatory) in preparation for the trial of this action.
11. The Plaintiff objects to these discovery requests to the extent that the information sought, if any, was obtained and prepared in anticipation of litigation, and the Plaintiff has not made the required showing of substantial need for the information or that the substantial equivalent of such information is unobtainable by other means. The Plaintiff further objects to these discovery requests to the extent that the information called for, if any, is privileged and is not discoverable under FRCP 26(b)(3) and *Hickman v. Taylor*, 329 U.S. 495 (1947).
12. The Plaintiff objects to these discovery requests to the extent that they seek information that is equally available to the Defendant, and the burden on the Defendant to obtain the requested information is no greater than the burden on the Plaintiff.
13. The Plaintiff objects to these discovery requests to the extent they seek information or documents relating to expert witnesses, witnesses, and trial exhibits in excess of the disclosure duties imposed by the Federal Rules of Civil Procedure and the Court's Orders relating to such matters.
14. The Plaintiff objects to these discovery requests to the extent that they seek information regarding matters which are not at issue in this action.
15. The Plaintiff objects to these discovery requests to the extent that they do not, on their face, restrict themselves either to an identifiable time or a reasonable, rationally-based time frame.
16. The Plaintiff objects to these discovery requests to the extent that they are oppressive, i.e., designed to create an unreasonable burden on the Plaintiff which burden is not commensurate with the professed result sought.
17. Except as otherwise indicated, the Plaintiff incorporates the General Objections into each

and every response set forth below. By responding to any of the discovery requests, the Plaintiff does not waive any of the foregoing General Objections.

Plaintiff responds to Defendant's requests for the production of the following documents:

**Request No. 1:** Produce all documents that refer to, reflect, comment on, or tend to prove or disprove any of the contentions in the Complaint or the Answer.

**Specific Objection to Request No. 1:** Plaintiff objects to the extent this request is vague, ambiguous, and overly broad. Plaintiff further objects to the extent that this request seeks information or documents protected from discovery and/or disclosure by the attorney/client privilege, the work product doctrine, or any other applicable privilege. Subject to and without waiving the foregoing general and specific objections, Plaintiff responds as follows:

**RESPONSE:** Plaintiff will produce all non-privileged responsive documents.

**Request No. 2:** Produce all documents that you believe support your claim for damages, or which reflect, comment on, or tend to prove or disprove such claims.

**Specific Objection to Request No. 2:** Plaintiff objects to the extent this request is vague, ambiguous, and overly broad. Subject to and without waiving the foregoing general and specific objections, Plaintiff responds as follows:

**RESPONSE:** Plaintiff will produce all non-privileged responsive documents.

**Request No. 3:** Produce any diary, journal, or calendar of appointments, or notes that you have maintained since January 1, 1998.

**Specific Objection to Request No. 3:** Plaintiff objects to the extent that this request is overly broad and/or unduly burdensome. Plaintiff also objects to the extent that this request seeks information that is not reasonably calculated to lead to the discovery of admissible evidence. Subject to and without waiving the foregoing general and specific objections, Plaintiff responds as follows:

**RESPONSE:** Plaintiff will produce any diary, journal, or calendar of appointments that Plaintiff has maintained since January 1, 1998 that relate to the claims or defenses in this case.

**Request No. 4:** Produce all documents provided to or obtained from Defendant.

**Specific Objection to Request No. 4:** Plaintiff objects to the extent that this request is overly broad and/or unduly burdensome. Plaintiff further objects to the extent that this request seeks information that is equally available to the Defendant, and the burden on the Defendant to obtain the requested information is no greater than the burden on the Plaintiff. Subject to and without waiving the foregoing general and specific objections, Plaintiff responds as follows:

**RESPONSE:** Plaintiff will produce all non-privileged responsive documents.

**Request No. 5:** Produce all of your medical or psychological records since January 1, 1998.

**Specific Objection to Request No. 5:** Plaintiff objects to this Request to the extent that the information sought is confidential and/or privileged.

**Request No. 6:** Produce all documents that refer to, reflect, or comment on any criminal proceeding in which in which you have been either arrested or convicted during the past 10 years.

**Specific Objection to Request No. 6:** Plaintiff objects to this Request to the extent that the information sought is confidential and/or privileged. Plaintiff further objects that the information is not reasonably calculated to lead to the discovery of admissible evidence.

**Request No. 7:** Produce your federal income tax returns and any W-2s or Form 1099s for each tax year beginning in 1999.

**Specific Objection to Request No. 7:** Plaintiff objects to this request to the extent that it is not reasonably calculated to lead to the discovery of admissible evidence. Plaintiff further objects to this Request to the extent the information sought is confidential and/or privileged. Subject to and without waiving the foregoing general and specific objections, Plaintiff responds as follows:

**RESPONSE:** Plaintiff will produce Plaintiff's W-2s or Form 1099s for 1999, 2000, and 2001.

**Request No. 8:** Produce any documents that you sent to or received from the EEOC, OCRC, or any other state agency with the power to investigate charges of discrimination.

**RESPONSE:** Plaintiff will produce all non-privileged responsive documents.

**Request No. 9:** Produce any resume or other listing of your qualifications for employment you have prepared or had prepared for you since January 1, 1998.

**RESPONSE:** Plaintiff will produce all non-privileged responsive documents.

**Request No. 10:** Produce any document by which you sought employment from any employer from January 1, 1998 to date.

**Specific Objection to Request No. 10:** Plaintiff objects to the extent this request is vague and ambiguous. Subject to and without waiving the foregoing general and specific objections, Plaintiff responds as follows:

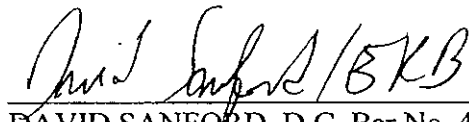
**RESPONSE:** Plaintiff will produce all non-privileged responsive documents.

**Request No. 11:** Produce any document by which you claim you requested employment from AK Steel Corporation.

**Specific Objection to Request No. 11:** Plaintiff objects to the extent this request is vague and ambiguous. Subject to and without waiving the foregoing general and specific objections, Plaintiff responds as follows:

**RESPONSE:** Plaintiff will produce all non-privileged responsive documents.

Respectfully submitted this 27<sup>th</sup> day of November, 2002.



DAVID SANFORD, D.C. Bar No. 457933

ERIC BACHMAN, KY Bar. No. 88122

**GORDON, SILBERMAN, WIGGINS & CHILDS, P.C.**

7 DUPONT CIRCLE, N.W.

SUITE 200

WASHINGTON, D.C. 20036

Telephone: (202) 467-4123

Facsimile: (202) 467-4489

GRANT MORRIS, D.C. Bar No. 926253

**LAW OFFICES OF GRANT MORRIS**

7 DUPONT CIRCLE, N.W.

SUITE 250

WASHINGTON, D.C. 20036

Telephone: (202) 331-4707

PAUL H. TOBIAS, OH Bar No. 0032415

DAVID D. KAMMER, OH Bar No. 0061808

**TOBIAS, KRAUS & TORCHIA, LLP**

414 WALNUT STREET

SUITE 911

CINCINNATI, OH 45202

Telephone: (513) 241-8137

Facsimile: (513) 241-7863

*Attorneys for Plaintiffs*

**CERTIFICATE OF SERVICE**

I HEREBY CERTIFY that a copy of Plaintiffs' Responses to Defendant's First Set of Requests for Production of Documents was served via first-class mail, postage prepaid, upon:

Lawrence J. Barty  
Patricia Anderson Pryor  
Gregory Parker Rogers  
Roger A. Weber  
TAFT, STETTINIUS & HOLLISTER LLP  
425 Walnut Street, Suite 1800  
Cincinnati, Ohio 45202-3957

This is the 27<sup>th</sup> day of November, 2002.

  
\_\_\_\_\_  
Attorney for Plaintiffs

**IN THE UNITED STATES DISTRICT COURT  
SOUTHERN DISTRICT OF OHIO  
WESTERN DIVISION**

VIVIAN BERT, *et al.*,

Plaintiffs,

v.

AK STEEL CORPORATION,

Defendant.

Case No. C-1-02-467

Judge Beckwith

Magistrate Judge Hogan

**PLAINTIFFS' INITIAL DISCLOSURES**

Plaintiffs, through their counsel, submit the following disclosures pursuant to Rule 26(a)(1) of the Federal Rules of Civil Procedure:

1. **The name and, if known, the address and telephone number of each individual likely to have discoverable information relevant to disputed facts alleged with particularity in the pleading identifying the subjects of the information.**

Lay Witnesses: See Attachment A.

Additional witnesses may include any of the Defendant's hiring personnel, management, or any other employees who have otherwise witnessed the violations alleged in Plaintiffs' complaint. Discovery is continuing and ongoing and Plaintiffs reserve the right to supplement this response as additional facts become available.

Expert Witnesses: At this time, expert witnesses are not identified. Plaintiffs' counsel will provide information pursuant to the Case Management Order in this case.

**EXHIBIT**

FREEMAN  
14 6.5.07  
AMB

2. **A copy of, or a description by category and location of, all documents, data compilations, and tangible things in the possession, custody, or control of the party that are relevant to disputed facts alleged with particularity in the pleadings.**

See Attachment B.

Additional supporting documentation may include documentation in the possession of Defendants. Such documents may include any personnel files, postings, bids, manuals, notices, agreements, or other writings documenting the Plaintiffs' and putative class members' employment, applications for employment, and/or opportunities for advancement or lack thereof and Defendants' policies on discrimination and harassment.

Plaintiffs objects to the production of any documents which are protected by the attorney-client privilege or the work-product doctrine. Discovery is continuing and ongoing and Plaintiffs reserve the right to supplement this response as additional facts become available.

3. **A computation of any category of damages claimed by the disclosing party, making available for inspection and copying as under Rule 34 the documents or other evidentiary material, not privileged or protected from disclosure, on which such computation is based, including materials bearing on the nature and extent of injuries suffered.**

The actual nominal and punitive damage amounts are currently unknown and will be determined at a later date. This response will be supplemented as further information becomes available. In determining the amount of Plaintiffs' damages, Plaintiffs may need to rely upon information in the possession of the Defendant to be obtained during discovery, as well as the opinion of an expert or experts.

4. **For inspection and copying as under Rule 34 any insurance agreement under**

which any person carrying on an insurance business may be liable to satisfy part or all of a judgment which may be entered in the action or to indemnify or reimburse for payments made to satisfy the judgment.

Not applicable to Plaintiffs.

Respectfully submitted this 3<sup>rd</sup> day of February, 2003.



DAVID SANFORD, D.C. Bar No. 457933  
ERIC BACHMAN, KY Bar. No. 88122  
**GORDON, SILBERMAN, WIGGINS & CHILDS, P.C.**  
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GRANT MORRIS, Washington D.C. Bar No. 926253  
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PAUL H. TOBIAS, OH Bar No. 0032415  
DAVID D. KAMMER, OH Bar No. 0061808  
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414 WALNUT STREET  
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Telephone: (513) 241-8137  
Facsimile: (513) 241-7863

*Attorneys for Plaintiffs*



which any person carrying on an insurance business may be liable to satisfy part or all of a judgment which may be entered in the action or to indemnify or reimburse for payments made to satisfy the judgment.

Not applicable to Plaintiffs.

Respectfully submitted this 3<sup>rd</sup> day of February, 2003.

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Telephone: (513) 241-8137  
Facsimile: (513) 241-7863

*Attorneys for Plaintiffs*

**ATTACHMENT A****Lay Witness Testimony:<sup>1</sup>****1. Vivian Bert**

- a) Donna Phillips  
Oklahoma Department of Transportation  
200 N. E. 21st Street  
Oklahoma City, OK 73105

Phillips may have knowledge of Bert's character, qualifications, level of experience, and job performance.

- b) Clyde W. Thomas  
Oklahoma Department of Transportation  
200 N. E. 21st Street  
Oklahoma City, OK 73105

Thomas may have knowledge of Bert's character, qualifications, level of experience, and job performance.

**2. Thaddeus Freeman**

None at this time.

**3. Darrell Carter**

- a) Mark Collins  
223 9th Street  
Ashland, KY 4110

Collins may have information regarding race discrimination in hiring at AK Steel. He also may have knowledge of Carter's character, qualifications, and level of experience.

- b) Susan Lester  
AK Steel, HR Manager  
P.O. Box 191  
Ashland, KY 41105

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<sup>1</sup> Witnesses are listed according to the Plaintiff to whose claims they are believed to be most directly relevant. Plaintiffs reserve the right to take the position that such testimony is relevant to the claims of other Plaintiffs and/or the claims of the putative class.

Lester, an employee of the Defendant, may have information regarding Carter's application for employment with the AK Steel. Lester may also have information regarding race discrimination in hiring at AK Steel.

- c) Darlene Denise Carter  
908 South 8<sup>th</sup> St.  
Ironton, OH 45638

D. Carter may have information regarding race discrimination in hiring at AK Steel. He also may have knowledge of Carter's character, qualifications, and level of experience.

- d) Marnie Carter  
908 South 8<sup>th</sup> St.  
Ironton, OH 45638

M. Carter may have information regarding race discrimination in hiring at AK Steel. She also may have knowledge of Carter's character, qualifications, and level of experience.

- 4. Edward James Lewis

- a) Allen Roberts  
P.O. Box 552  
Middletown, OH 45044

Roberts may have information regarding race discrimination in hiring, promotions, training, and terms and conditions of employment at AK Steel. He also has knowledge of Lewis's character, qualifications, level of experience, and job performance.

- 5. Timothy Oliphant

None at this time.

- 6. Mary Harris

None at this time.

- 7. Roderique Russell

None at this time.

- 8. Kay Jackson

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- a) Brooks Carmichael Jackson  
1223 Winifred St.  
Greenup, KY 41144

B. Jackson may have information regarding race discrimination in hiring, promotions, training, and terms and conditions of employment at AK Steel. He also has knowledge of Jackson's character, qualifications, level of experience, and job performance.

- b) Roger Grundman, Jr.  
Tenneco Packaging  
18 Peck Avenue  
P.O. Box 148  
Glens Falls, New York 12801-0148

Grundman may have knowledge of Jackson's character, qualifications, level of experience, and job performance.

- c) Mimi Louiso  
Tenneco Packaging  
9960 Raquet Club Lane  
Glen Allen, VA 23060

Louiso may have knowledge of Jackson's character, qualifications, level of experience, and job performance.

- d) Gary Hamm  
Tenneco Packaging/AVI  
300 Harris Road  
Wurtland, KY 41144

Hamm may have knowledge of Jackson's character, qualifications, level of experience, and job performance.

- e) Jackie Smith  
Tenneco Packaging/AVI  
300 Harris Road  
Wurtland, KY 41144

Smith may have knowledge of Jackson's character, qualifications, level of experience, and job performance.

- f) Garry R. Lewis  
Tenneco Packaging/AVI

300 Harris Road  
Wurtland, KY 41144

Lewis may have knowledge of Jackson's character, qualifications, level of experience, and job performance.

9. Marnie Carter

- a) Darrell Carter  
901 South 7th St.  
Ironton, OH 45638

Carter may have information regarding race discrimination in hiring at AK Steel. He also may have knowledge of Carter's character, qualifications, and level of experience.

- b) Darlene Denise Carter  
908 South 8<sup>th</sup> St.  
Ironton, OH 45638

D. Carter may have information regarding race discrimination in hiring at AK Steel. She also may have knowledge of Carter's character, qualifications, and level of experience.

- c) Susan Lester  
AK Steel, HR Manager  
P.O. Box 191  
Ashland, KY 41105

Lester, an employee of the Defendant, may have information regarding Carter's application for employment with the AK Steel. Lester may also have information regarding race discrimination in hiring at AK Steel.

10. Darlene Denise Carter

- a) Darrell Carter  
901 South 7th St.  
Ironton, OH 45638

Carter may have information regarding race discrimination in hiring at AK Steel. He also may have knowledge of Carter's character, qualifications, and level of experience.

- b) Marnie Carter  
908 South 8<sup>th</sup> St.

FROM

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Ironton, OH 45638

M. Carter may have information regarding race discrimination in hiring at AK Steel. She also may have knowledge of Carter's character, qualifications, and level of experience.

- c) Susan Lester  
AK Steel, HR Manager  
P.O. Box 191  
Ashland, KY 41105

Lester, an employee of the Defendant, may have information regarding Carter's application for employment with the AK Steel. Lester may also have information regarding race discrimination in hiring at AK Steel.

11. Dwight Lewis

- a) Susan Lester  
AK Steel, HR Manager  
P.O. Box 191  
Ashland, KY 41105

Lester, an employee of the Defendant, may have information regarding Lewis's application for employment with the AK Steel. Lester may also have information regarding race discrimination in hiring at AK Steel.

12. Michael Miller

- a) Jessica Hicks

Hicks, an employee of the Defendant, may have information regarding Miller's application for employment with the AK Steel. Hicks may also have information regarding race discrimination in hiring at AK Steel.

- b) Ella Moreland  
Heidelberg Web Systems  
4900 Webster Street  
Dayton, Ohio 45414

Moreland may have knowledge of Miller's character, qualifications, level of experience, and job performance.

13. Ronald Sloan

a) Jessica Hicks

Hicks, an employee of the Defendant, may have information regarding Sloan's application for employment with the AK Steel. Hicks may also have information regarding race discrimination in hiring at AK Steel.

14. Donald Edwards

None at this time.

15. Shawn Pryor

None at this time.

16. Tiffany Jackson

a) Rodney Cosby  
1202 Winifred St.  
Greenup, KY 41144

Cosby may have information regarding race discrimination in hiring, promotions, training, and terms and conditions of employment at AK Steel. He also has knowledge of Jackson's character, qualifications, level of experience, and job performance.

b) Susan Lester  
AK Steel, HR Manager  
P.O. Box 191  
Ashland, KY 41105

Lester, an employee of the Defendant, may have information regarding Jackson's application for employment with the AK Steel. Lester may also have information regarding race discrimination in hiring at AK Steel.

c) Pat Amitrano  
Department of Puclic Works  
11 Wurtz Avenue  
Utica, NY 13502

Amitrano may have knowledge of Jackson's character, qualifications, level of experience, and job performance.

d) James Mack  
User Friendly Software Systems

239 Genesee Street  
Utica, NY 13502

Mack may have knowledge of Jackson's character, qualifications, level of experience, and job performance.

e) Brian Boyle  
Liebert Corporation  
3040 South 9th Street  
Ironton, OH 45638

Boyle may have knowledge of Jackson's character, qualifications, level of experience, and job performance.

17. Allen Roberts

None at this time.



**ATTACHMENT B**

## 1. Vivian Bert

Tax returns from 1999, 2000, and 2001

Resume

EEOC Charge

Job application

Notebook

## 2. Thaddeus Freeman

Tax returns from 1999, 2000 and 2001

EEOC Charge

Correspondence related to EEOC charge

Resume

## 3. Darrell Carter

None at this time.

## 4. Edward James Lewis

None at this time.

## 5. Timothy Oliphant

None at this time.

## 6. Mary Harris

Tax returns from 1999, 2000 and 2001

EEOC Charge

Resume

## 7. Roderique Russell

None at this time.

## 8. Kay Jackson

W2 Wage and Tax Statements 1999, 2000, 2001

EEOC Documents

Resume  
Letters of Recommendation  
Copies of prescriptions  
Notice of Dismissal  
Copy of high school diploma  
Copy of application to Shawnee Medical Center

9. Marnie Carter

None at this time.

10. Darlene Denise Carter

None at this time.

11. Dwight Lewis

Calender  
Tax Returns 1999, 2000, 2001  
Resume  
EEOC Charge and related Documents

12. Michael Miller

Tax Returns 2000, 2001  
Resume  
Transcript, Sinclair Community College, Associate of Applied Science  
Letter of Recommendation  
EEOC Charge and related Documents  
Work Force Reduction Notification, Heidelberg Web Systems

13. Ronald Sloan

Tax Returns: 1999, 2000, 2001  
EEOC charge  
Resumes  
Certificate of Discharge from Active Military Duty, Honorable  
Certificate regarding Naval Training and Experience  
cover letter  
electronics certificate

14. Donald Edwards

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None at this time.

15. Shawn Pryor

W2 Wage and Tax Statements: 1999, 2000, 2001  
High School Diploma  
Dipoloma, Miami University of Ohio, BA

16. Tiffany Jackson

Tax Returns: 1999, 2000 and 2001  
EEOC Charge and Related Documents  
Resume  
Calendar notes  
Letters of reference  
Paralegal certificate  
Forklift certificate

17. Allen Roberts

None at this time.\*

\*At present, Plaintiffs continue to review documents in the possession of Roberts and will supplement these initial disclosures as soon as practicable.

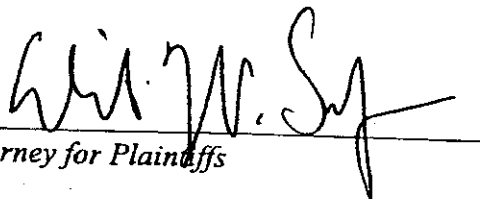
FROM

(MON) 2 3 03 16:53/ST. 16:49/NO. 4863410133 P 16

**CERTIFICATE OF SERVICE**

I HEREBY CERTIFY that a copy of Plaintiffs' Initial Disclosures was served this 3rd day of February, 2003, via facsimile and first-class mail, postage prepaid, upon:

ROGER A. WEBER  
TAFT, STETTINIUS & HOLLISTER LLP  
1800 FIRSTAR TOWER  
425 WALNUT STREET  
CINCINNATI, OH 452023959  
Telephone: (513) 381-2838  
Facsimile: (513) 381-0205

  
\_\_\_\_\_  
Attorney for Plaintiffs